

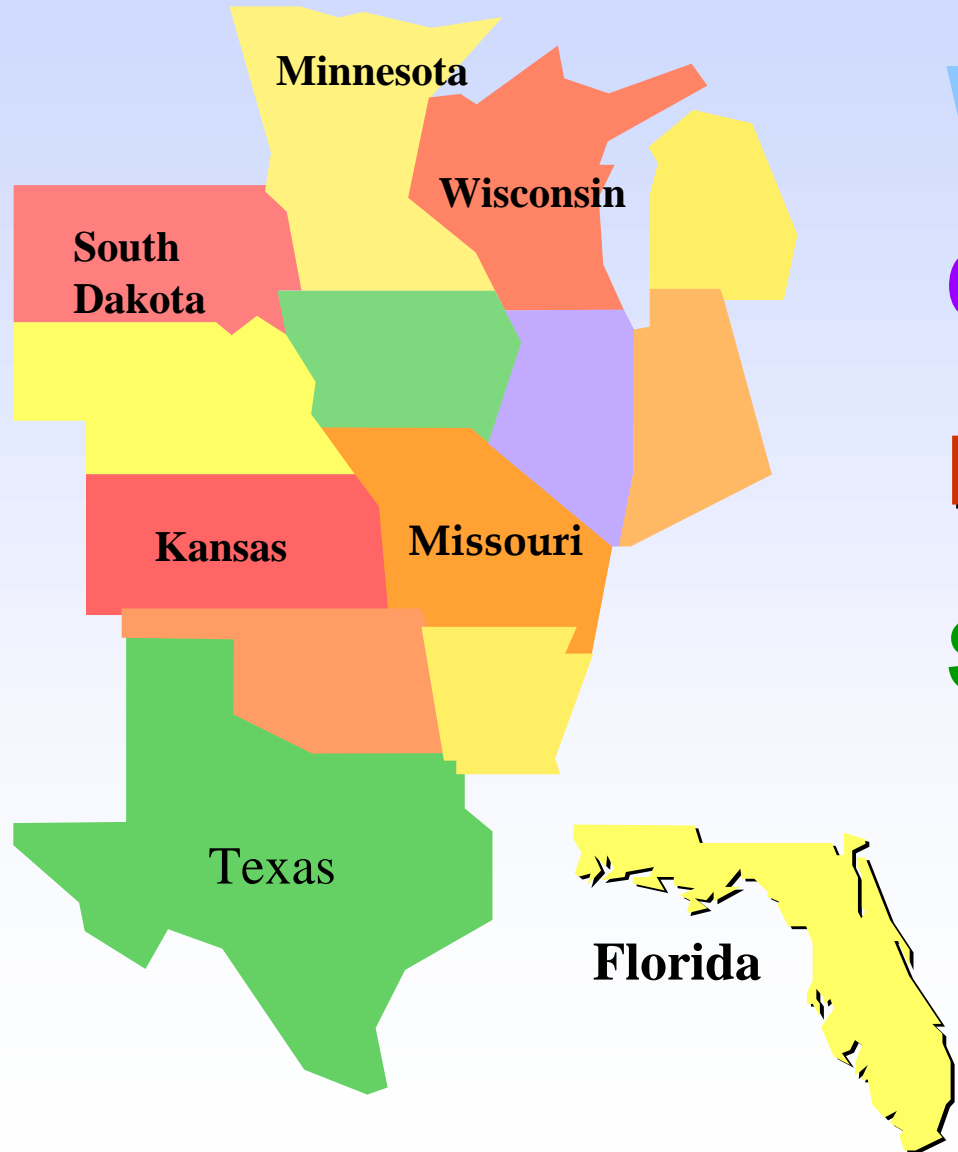


# UMOS

## Job Center South W-2 Best Practices Upfront Workforce Attachment

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# Locations



# Core Businesses

Workforce Develop.

Child Development

Education

Social Services

**40 years**

# Capacity

- Over 45 different Contracts
- Totaling over \$42,000,000
  - Federal (DOL, DHHS, DOE, DOA, CDC, HUD and Justice)
  - State
  - Local Workforce Board
  - City and County
  - Private Foundations

# Milwaukee Job Center South



# UMOS One-Stop Highlights

## **Milwaukee Job Center South**

- Highest customer volume in the state
- One of few bilingual One-Stops in the nation
- National Learning Lab designation by DOL
- Most diverse customer base
- Only Milwaukee Job Center with co-located County Staff
- Several grants that enhance W-2 and WIA
- Certified by the WDB as a comprehensive One-Stop under Workforce Investment Act

# W-2 Funding:

W-2 Region 2	\$25,268,579
W-2 Child Care	\$358,008
W-2 FSET	\$57,652
Subcontracts w/Maximus	\$4,616,477

# Other Workforce Development

- WIA Adult
- WIA Section 167: National Farmworker Jobs Program
- WIA Computer Training
- WRTP
- Coin

Total Workforce Development Funding exceeds \$30 million, not including subcontracts with Maximus.

# Other (Related) Funding

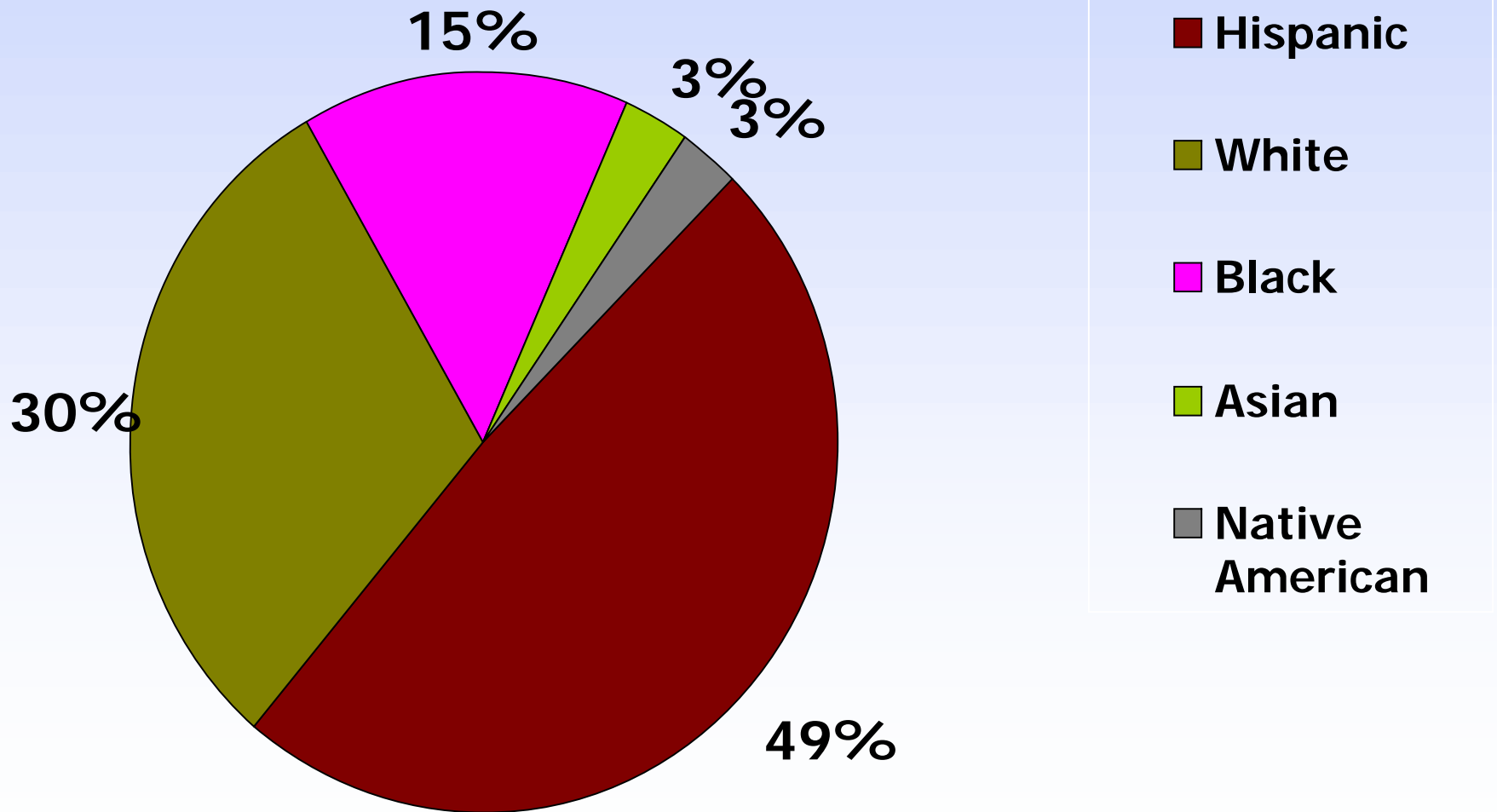
- VITA Site Funds (2280 = \$2.9 million)
- Food Stamp Employment & Training
- Food Pantry
- Community Health Services
- Domestic Violence (Latina Resource Center)
- 21<sup>st</sup> Century Community Learning Center
- Supplemental Education Services
- Department of Corrections
- ESL/Adult Education
- Distance Education



# Cost Savings Coordination

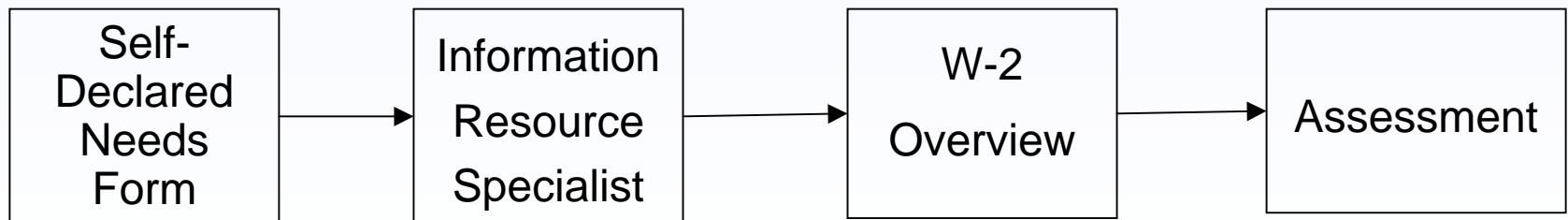
- MATC
  - 6<sup>th</sup> grade reading level
  - 76% between 4<sup>th</sup> and 8<sup>th</sup> reading level
  - 40% ESL
- Computer Lab/PIC
- CLC-Youth and Young Moms
- WRTP
- COIN
- Subcontracts

# Participant Demographics



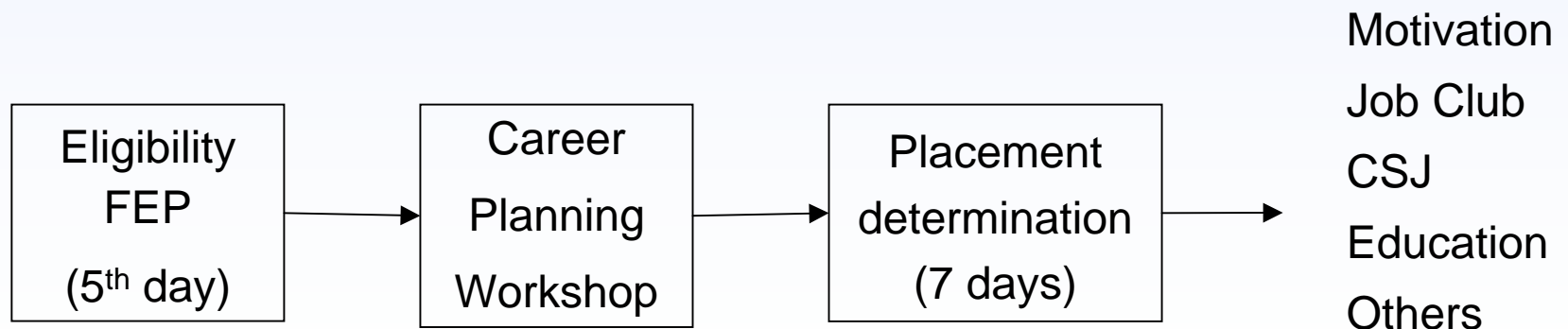
# Up-front Workforce Attachment

- Immediate expectation of work, engagement into employment activities
- Job seeker completes an initial EP, called the Employability Services Plan, with the Information/Resource Specialist (see attached copy)
- Vocational and educational assessment is completed right after the W-2 overview, in the first few days between the participant's application and his/her meeting with the "Eligibility FEP"



## Upfront Workforce Attachment, continued

- Immediately after meeting with Eligibility FEP (by the 5th day), job seeker attends Career Planning Workshop
- A W-2 placement determination is made within 7 days. By this time, job seeker in Career Planning Workshop
- W-2T participants on separate "track"—receive specialized services aimed at eliminating barriers and/or moving to SSI/SSDI (advocacy services)
- Job ready and CSJ job seekers: Focus on placing into employment as early as possible in the process, resulting in fewer subsidized placements



## Upfront Workforce Attachment, continued

- Vocational assessment, done upfront in the process, includes job seeker surveys of career goals and job interests.
- Labor market information incorporated early on to help develop realistic short and long-term job seeker goals that also meet employer needs and the economic reality.
- Priority placed on coordination and collaboration—especially linking job seekers to other resources that complement W-2 and other services, such as food pantry, VITA, WIA training, 21st Century CLC.
- UMOS collaborates w/other CBOs, FBOs, educational institutions (MATC, MPS), PIC, etc. as well as with other programs/resources.

## Upfront Workforce Attachment, cont.

- After W-2 placement determination, job seekers continue with strong employment focus: 2-week motivation workshop immediately followed by Job Club
  - Job Club: structured, group, participatory, facilitated job search activity
  - Education & training also provided, as appropriate
- Three CSJ options (includes pro-rated CSJ):
  - Immediate engagement sites
  - Opportunities developed by UMOS Emp. Consultants
  - Opportunities developed by job seekers
- Engagement & follow-up team monitors CSJ sites, job seeker participation

# Summary

- Focus on upfront workforce attachment:
  - Obtain job seeker info (assessments, surveys, interviews, etc.)
  - Provide info to job seeker on employment, set expectation of employment immediately
  - Require employment-related activities in first 2 weeks (JobNet Registration, Career Planning Workshop, Vocational Assessment)
- Focusing on upfront services/expectations leads to more unsubsidized placements in first several weeks of engagement, fewer CSJ placements, less time spent in CSJ
- Specialized services for W-2T mean more efficient and effective identification and resolution of barriers and provision of SSI/SSDI advocacy when needed
- Customizable options for CSJ allows flexibility for staff and participants in developing EP w/realistic goals
- Utilizing engagement, follow-up, and retention strategies increases job seeker probability of success and decreases probability of unnecessary case closure

Thank  
Thank  
You!  
Thank You

